Welcome Packet:

Sunrise Movement Middlebury's Guide to Our Hub, Anti-Racism, and Climate Justice

Fall 2020

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Sunrise Middlebury's Hub Guide

As a Sunrise Hub, we drafted a 'Hub Guide' outlining the structure, functions, and intentions of our hub. The following are some important excerpts:

Purpose

As the Middlebury Sunrise Hub, we are deeply committed to fighting for environmental justice and the legislation needed to promote and create a just, equitable, and anti-oppressive future for all. Through our actions, we strive to alter how the Middlebury campus and broader community views the urgency of the climate crisis, and galvanize change.

Sunrise Middlebury recognizes that the climate crisis has truly been a crisis for many individuals for far longer than there has been a recognizable name for it. The natural world we wish to protect has been weaponized by those with privilege against frontline and marginalized communities. We fight for the health, well-being, and safety of marginalized communities through an environmental lens. We do this by building up people power and holding our institutions, specifically our local and state government, as well as the Middlebury community, accountable for caring more about people's well being than profit or reputation.

We must come into this fight for a Green New Deal not as sole saviors, but as supporters, allies, those in solidarity of a wide-scale movement for the people. Sunrise Middlebury works to address white supremacy, privilege, and racism within our ranks and in the Middlebury College community as a whole. As such, we stand in solidarity with our BIPOC neighbors, we communicate with them to create a web of support and allyship, and we mobilize behind the movements and actions of our community's BIPOC organizations. It is in this ambiance of justice in which we will be able to create an Earth that is safe, clean, and healthy for all.

Membership

We seek to involve and engage as many members of our community as possible and we want the Hub to always be a safe, inclusive, space in which anyone can join at any time. There are no requirements to be a member of Sunrise Middlebury, simply, people have the autonomy to determine if they identify as a member of the group. To that end, they can contribute in whatever capacity they desire, and will not be disbanded from the hub on the grounds of lack of involvement. If at any point in time, an individual wishes to become more involved, they are encouraged to contact any coordinator. There is never any expectation to remain involved in the Hub if it no longer serves an individual. We care for the wellbeing of everyone in this community and we truly seek to make the space welcoming and supportive to all, regardless of previous or current level of involvement.

If you are interested in learning more about our hub structure, purpose, and/or constitution, feel free to check it out in its entirety. This is a long and technical resource so if you are interested in certain aspects of our organization, we encourage you to learn more about them in Our Hub Guide.

Sunrise Jargon

We understand that sometimes we throw around words that may be foreign to you. We don't want to assume prior knowledge or expect that you know these terms, so we've created this glossary.

At any point during a meeting, feel free to interject and simply ask for clarification. There is NO shame in not knowing a term, and it's our responsibility to educate one another and make sure we're using accessible language.

Below are the links to the FULL lists of Sunrise jargon along with some of the most used terms as a preview!

Have a word, person, or organization that isn't included within the lists? Please share using this New Jargon Google Form!

Words and Acronyms

Organizations

People

Sunrise Middlebury's Antiracism Packet

Our Anti-Racism Statement:
Sunrise Middlebury stands in solidarity with the Movement for Black Lives and the protestors that refuse to accept a status quo that perpetuates violence and inequity. The reason the world is careening towards climate catastrophe is the very reason why we have so much inequality in this country: the well-ingrained belief in America that some lives matter and others do not— that some lives are disposable and others are not. The fight for climate justice has to be a fight for racial justice.

To ensure that the fight for racial justice is central to our fight for climate justice, Sunrise Movement Middlebury compiled a resource, the Anti-Racism Packet. This packet makes it clear that Sunrise Movement Middlebury supports anti-racism initiatives and seeks to center racial justice in our work. This packet supports our goal of integrating racial justice into every hub meeting and establishes racial justice work as an essential part of our organization.

The packet is split into 4 section, and 4 subsections:

1. *Our Hub's Anti-Racism Statement*
   Our Anti-Racism statement can be found at the top of this document.
   a. *Sunrise Middlebury Hub Guide: Amendment 1*
      This section quotes from the Justice, Equity, and Anti-Oppression (JEAO) portion of our Hub Guide: "*Everyone is welcome to join Sunrise Middlebury, regardless of race, gender, class, sexual orientation, religion, culture, or ethnicity.*" This section then goes into our hub's action steps to ensure that anti-racism work is central to our mission and our actions.

2. *Current Involvement in Anti-Racism Initiatives*
   This section details our current involvement in anti-racism initiatives (as of August 2020), and then recognizes our support of The Movement For Black Lives and The Middlebury Cops Off Campus Initiative.

3. *The Connection Between Racial Justice and Environmental Justice*
   This section defines both climate and racial justice, and recognizes that racial justice is essential to true climate justice.
   a. *Environmentalism's Racist History*
      It would be wrong to fail to recognize the damage that environmentalism has done to Black, Indigenous, and People of Color, and continues to do. This section serves as a brief introduction to the racist foundations of the environmentalist movement, focusing on John Muir as an example, and provides resources to more information.
   b. *Environmental Racism*

This portion defines environmental racism, a form of systemic racism, and describes the relationship between environmental racism and climate change. In short, as climate change perpetuates any existing environmental issues, the effects of environmental racism on the health and wellbeing of minority communities will continue to get worse.

c. I*ntersectional Environmentalism*

"Intersection Environmentalism", a term first coined by Leah Thomas, an activist and eco-communicator. This form of environmentalism advocates for both the people and the planet and recognizes that climate justice must also be a fight for human justice. At Sunrise Middlebury, we strive for this form of environmentalism.

4. *Sunrise Movement and Racial Justice*

This section provides additional digital resources that were not listed at the end of each topic.

To read the whole packet, click here.

Middlebury's Hub vs. Sunrise National

Sunrise Movement Middlebury is a hub of Sunrise Movement, a national climate justice organization. Sunrise Middlebury has autonomy over its actions, which means that we can do any action, as long as that action upholds the 11 Sunrise Principles.

The 11 Sunrise Principles are as follows:

1. We are a movement to stop climate change and create millions of good-paying jobs in the process.
2. We grow our power through talking to our communities.
3. We are Americans from all walks of life.
4. We are nonviolent in word and deed.
5. We tell our stories and we honor each other's stories.
6. We ask for help and we give what we can.
7. We take initiative.
8. We embrace experimentation and we learn together.
9. We take care of ourselves, each other, and our shared home.
10. We stand with other movements for change.
11. We shine bright.

To learn more about our principles, click here.

On Sunrise Movement Middlebury and Middlebury College:
Sunrise Middlebury is a political lobbying organization and not affiliated with Middlebury College. As a political organization, we do not receive funding from the college (unlike official student organizations on campus) and have the ability to take political action, unlike official student organizations .

Meeting Etiquette

We know that you all know how to conduct yourself in a responsible and courteous manner, but we wanted to reinforce some guidelines for meetings.

As a general rule, be cognizant of those around you. Don't interrupt, speak over, or otherwise indicate that your opinion has more merit than that of anyone else. Be present and attentive; *listen to learn, not reply*.

For Zoom meetings:

—Please include your name and pronouns in your zoom 'nametag'.
—In the case of larger meetings, please mute yourself when not talking, but otherwise feel free to keep your mic on to encourage more 'normal' conversations.
—Again, in larger settings, use the chat to form a speaking order in which you drop an asterisk or other symbol to indicate you have something to say.

For In-Person meetings:

—Maintain appropriate distance and keep face coverings on at all times.
—Try your best to be on time. In the case that you arrive late, an apology may be appropriate or it might be best to slip into the room without interrupting the meeting in session. Read the situation.

How to Get Involved

The Buddy System

Upon joining the Sunrise Community, you will be assigned a buddy! This experienced Sunriser serves as a resource, advocate, and friend. Your buddy should schedule an initial meeting with you to gauge your interest and capacity, and from there, help you get linked into the movement by connecting you to the right people and working groups while still being there as your fall back. If you have any questions about becoming a buddy, or receiving a buddy, contact our Engagement Coordinator, Edyth Moldow (emoldow@middlebury.edu).

Levels of Engagement

Sunrise Middlebury works to ensure that members feel supported and are not overloading their capacity. With that in mind, you may be as involved as you wish and are able to be, ranging from only attending full-hub events, to weekly working group meetings, to taking on a leadership role. When your capacity changes, we expect your role in Sunrise Midd to, as well, and fully respect your responsibilities to your school work and other commitments.

Shopping Around:

Feel free to attend as many or as few working group meetings as you wish until you find something you like. You may also be involved in multiple working groups. Attending a meeting does not mean that you are committing to a group.

What We Are Working On

Actions: We are working closely with the Political Team to put pressure on Phil Scott through non-violent action. We are also working with Onboarding to help create engaging events to get new members involved.

Communications and Digital: We are working to keep our website and social media accounts updated. We also create engaging posters and infographics to promote our work.

Justice, Equity, and Anti-Oppression (JEAO): We are working to make Sunrise a more inclusive space on campus and working to diversity our membership. The fight for climate justice must be a fight for racial justice; we are working to make that a reality.

Onboarding: Outside of resource-building and planning events to engage new members, we are also organizing the buddy system and figuring out how to successfully integrate new members into our hub.

Organizational: We are working to figure out how this hub works and should be organized. We are creating and polishing our Hub Guide.

Partnerships: We are working to build alliances with organizations from across Middlebury and greater Vermont. Although some of these are other climate-justice organizations, we are also working with racial, migrant, social, and other justice organizations.

Political: We are working to elect Lieutenant Governor David Zuckerman and get Governor Phil Scott out of office. We are phone-banking, connecting with organizations and hubs across the state, and working closely with actions to put pressure on Phil Scott. We are also working to make a Vermont Thrive Agenda and pass the Global Warming Solutions Act (GWSA).

Sunrise Learning About Movements (SLAM): Following the success of our Summer SLAM, which focused on the relationship between climate justice and racial justice, we are about to start the process of creating a study group for either this upcoming school year or winter break. We are not yet sure what this group will look like but are excited to get started.

Hub Coordinator Contacts

Ev Berger-Wolf (she/her)
Email: ebergerwolf@middlebury.edu
Phone: (708) 446-5635
Hub Coordinator: Guides and coordinates the overall work and direction of the hub.
Direct questions about general structure and the mission of Sunrise Middlebury to Ev!

Andrés Oyaga (he/him)
Email: aoyaga@middlebury.edu
JEAO Coordinator: Coordinates hub efforts to evaluate and actualize the hub's commitment to justice, equit, and anti-oppression.
Please reach out with questions, concerns, or recommendations for Sunrise Middlebury's inclusivity and anti-racist work!

Sophie Liebel (she/her)
Email: sliebel@middlebury.edu
Phone: (585) 880-0884
Partnerships Coordinator: Maintains relationships with partner organizations (both student lead and off campus groups) and encourages collaboration through joint action as well as showing up for events and other initiatives.
Reach out with new, local organizations we should become involved with or questions about current relationships.

Kristen Pundyk (she/her)
Email: kpundyk@middlebury.edu
Actions Coordinator: Coordinates participation in Sunrise campaigns and actions.
Have an idea for an event or questions about planning/logistics, contact Kristen!

Adelaide Mahler (she/her)
Email: amahler@middlebury.edu
Phone: (941) 957-8807
Communications Co-Coordinator:
Responsible for telling the story of Sunrise and the Green New Deal to the public through coordinating communications across the hub, running social media accounts, and communicating with external media outlets.
Contact Addie with questions about or interest in Instagram, our website, and graphic design.

Victoria Andrews (she/her)
Email: vandrews@middlebury.edu
Phone: (978) 727-3694
Communications Co-Coordinator:
Responsible for telling the story of Sunrise and the Green New Deal to the public through coordinating communications across the hub, running social media accounts, and communicating with external media outlets.
Communicate with Victoria about Facebook and EveryAction.

Edyth Moldow (she/her)
Email: emoldow@middlebury.edu
Phone: (720) 437-0714
Engagement Coordinator: Ensures that everybody who shows interest and/or comes to a meeting/event will be engaged with personally and find a place in the group.
Your go-to for new member information!

Ryan Gutheil (he/him)
Email: rgutheil@middlebury.edu
Phone: (518) 610-3626
Treasurer: Direct any finance, fundraising, and budgeting questions to Ryan.

Links for New Members

Welcome! We're happy you're here!

Fall Interest Survey

Please take two minutes to fill out this survey so we may best connect you to the group(s) you're excited about and able to be involved in! Even if you do not have the capacity to be involved right now, please still fill out the survey so we can keep in touch and welcome you in the future.

Join The Slack

The Slack is how our club communicates, where you can join groups and send messages. Please join the Slack with your school email so we may keep you in the loop!

Anti-Racism Packet

As Sunrise Movement Middlebury supports anti-racism initiatives and seeks to center racial justice in our work, we created this resource for all members. Our goal is to integrate racial justice into every hub meeting and establish this work as an essential part of our organization. We strongly encourage all members to review this resource.

Sunrise Movement Middlebury Website

To learn more about our hub, please check out our website.

Sunrise Movement Middlebury Instagram

To learn more about our hub, please follow our Instagram.

Sunrise Movement (National) Website

To learn more about the national organization we are a part of, please check out their website.

Sunrise Movement (National) Instagram

To learn more about the national organization we are a part of, please follow their Instagram.

Our Hub Guide

If you are interested in learning more about our hub structure, purpose, and/or constitution, feel free to check this out. This is a long and technical resource so if you are interested in certain aspects of our organization, we encourage you to learn more about them here.